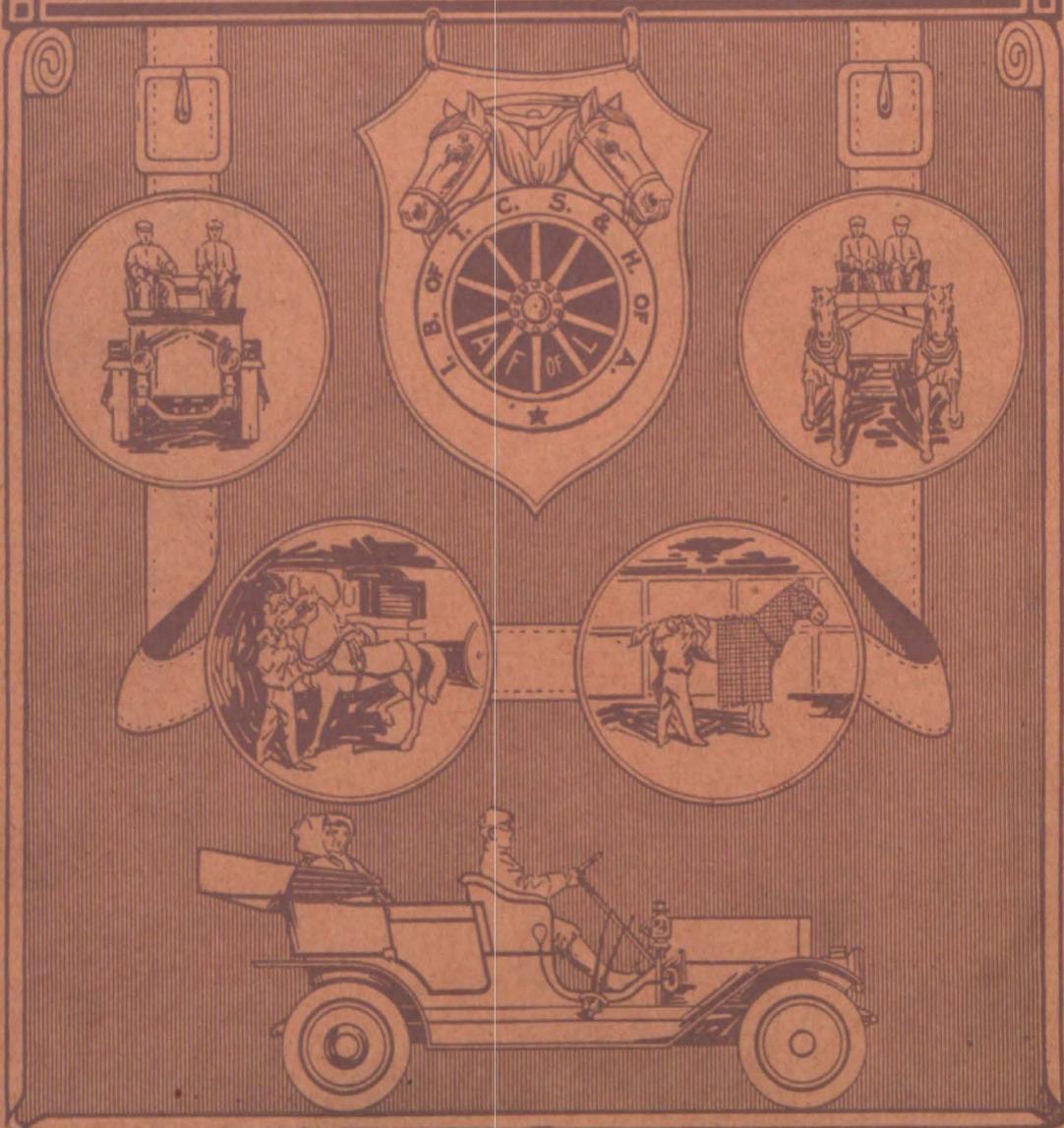


JANUARY, 1915

THE OFFICIAL MAGAZINE OF
INTERNATIONAL BROTHERHOOD
TEAMSTERS · CHAUFFEURS
STABLEMEN AND HELPERS
OF AMERICA



The General President the other night, while addressing the Joint Council of Albany and Troy, N. Y., was pleased with the enthusiasm displayed by our officers there, and the hope for the future held out by our members is bright. Although there was some feeling existing, engendered by one or two individuals, the rank and file of our membership in that district are true trade unionists and are always willing to do the right thing.

Our members in Boston are well pleased with conditions there. In talking with the officers of the different unions down there a few days ago I was gratified to learn of the feeling existing and the reports made to me as to the conditions in that district. Hope for the future seemed to be the guiding star of the local unions of Massachusetts. As in all other districts, non-employment prevails, but still our unions are holding their own, and the joint council and local unions are working hand in hand together better than ever before.

The lockout is still on in Stockton, Cal. Our members are still hopeful that a settlement will be reached in the near future. Perhaps by the time this Journal reaches you the matter will be settled. We have no direct reason for saying this, except the hope that the justice of the position taken by the trade unionists must eventually win out. We are still paying our boys who are out of work as a result of the lockout, and we are hopeful that this will end the ungodly struggles forced on us by the Manufacturers' Association on the Pacific coast.

See that your secretary reads the reports received from the general office at your meeting. The receipts should be read out at your meeting. The membership should know where their money is going, and the secretary-treasurer should not hesitate to read off all bills. Also see that your secretary is bonded. It costs only \$2.50 for a \$500.00 bond, and the honest secretary wants to be bonded, and you want the dishonest secretary bonded. In visiting a district recently, out of five local unions only one secretary-treasurer was bonded.

— OFFICIAL MAGAZINE —
**INTERNATIONAL BROTHERHOOD
OF TEAMSTERS·CHAUFFEURS
·STABLEMEN AND HELPERS·**



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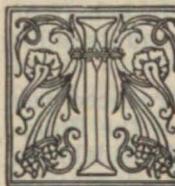
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**REPORT OF DELEGATES TO
THE CONVENTION OF THE
AMERICAN FEDERATION
OF LABOR**



In accordance with Section 16 of the constitution, we, your delegates, desire to submit the following report:

The convention opened on Monday morning, November 9, 1914, in Horticultural Hall, Philadelphia. The convention was called to order by President Gompers, who introduced the mayor of the city, Rudolph Blankenburg. A splendid address of welcome was made by the mayor to the delegates. It won the hearts of the men who had assembled there from every section of the country.

The hall was beautifully decorated. A splendid orchestra was engaged to furnish the music for the opening. Besides the many delegates and their friends, there were a great many prominent persons of Philadelphia present at the opening. Not an inch of standing room remained, the hall being packed with thousands interested in the proceedings.

The mayor handed the key of the city of Philadelphia to President Gompers, adding the following words:

"It is not the physical key that opens the doors of Philadelphia to

you, but it is the key that has opened our hearts to the American Federation of Labor. I shall do everything in my power to make it pleasant for you, and when you return to your homes do not forget this noble old city that is so near to the hearts of its inhabitants, and that I know will be nearer and dearer to your hearts after you have enjoyed the hospitality of the Quaker City."

Mr. Gompers responded to the address of the mayor, thanking him for his kind and generous welcome, and then introduced Mr. Geo. H. Ulrich, president of the Philadelphia Central Labor Union, who addressed the convention and welcomed the delegation in behalf of the central labor body and its affiliated organizations.

The next speaker introduced was Jos. Richie, president of the Building Trades Council of Philadelphia, who also welcomed the delegates in behalf of the building trades.

James H. Maurer, president of the Pennsylvania State Federation of Labor, also spoke words of welcome to the delegates.

Frank Feeney was next introduced. Mr. Feeney was chairman of the Committee on Arrangements, and certainly it can be said that never before did any city in which the convention was held so royally entertain the delegates or have the arrangements so perfectly satisfactory as those under the management of Chairman Frank Feeney, of the elevator constructors.

The next business before the convention was the report of the Committee on Credentials, which went through without very much discussion, all except the fact that there were two sets of delegates representing the United Garment Workers of America. It seems that there was a certain part of the garment workers' union that seceded at the last convention of that inter-

national union held in Nashville, Tenn. They claimed to represent the legitimate organization of the garment workers, but the convention decided that they had seceded and were entitled to no consideration whatever. After a very short discussion the bona fide organization, represented by Thomas Rickert and Barney Langer, president and secretary, respectively, were recognized and seated as delegates. There was also some protest against Thos. Rumsey, representing the metal polishers, on the ground that he was connected with a non-union laundry in Toledo. The protest was made by James F. Brock, general president of the laundry workers. The Credentials Committee reported in favor of seating Delegate Rumsey, and the convention adopted the report of the committee.

The next business before the convention was the appointing of the different committees by President Gompers. Your delegates served on many important committees.

There was not much business done by the convention the first three or four days, as we listened to speakers representing different organizations and different interests; men from every walk of life.

The principal work of the convention is done by the committees, who take the greater part of the first week preparing their reports. In the meantime your delegates were busy meeting the representatives of the several international unions and in discussing the affairs of our organization with them. We were also getting in touch with our local people in Philadelphia. On Wednesday evening the Joint Council of Teamsters of Philadelphia tendered a banquet to your delegates at the Hotel Hanover. It was indeed a splendid success and the impression made on your delegates by the attendance of the delegates

of the council, their appearance, their conduct and their expressions, were such as to leave a decided impression on the officers of the International attending the banquet. Brother Connors, of Local No. 416, acted as toastmaster at the banquet, which started at 8 p. m. sharp and finished at 12:30. It was a most enjoyable and instructive evening, beneficial, in our judgment, to the council and entirely helpful to the International officers.

The great event of the week of the convention happened on Friday evening, November 13, when the most important as well as the largest parade of trade unionists that ever took place in any city was held in Philadelphia. It is impossible to describe this wonderful demonstration. It was a beautiful, balmy night, the temperature mild, and in every way an evening such as to make the parade a success. Over 50,000 trade unionists, men and women, participated in this wonderful demonstration. A grandstand was erected in front of Horticultural Hall and opposite the Hotel Walton, which was occupied by the Executive Council, and several other important persons, who reviewed the parade. The parade started at 8 o'clock, and it took almost four hours to pass a given point. Hundreds of thousands of people viewed the parade along the line. Our organizations there provided automobiles for your delegates, who headed the teamsters and chauffeurs in the parade. A band composed of one hundred pieces was engaged to lead our local unions in the parade. It was a splendid demonstration and everything was carried out accurately and surely was a credit to the trade unionists of Philadelphia and the Committee on Arrangements. Long after the parade was over it was talked over by those participating as being the most beautiful

and impressive affair of its kind ever witnessed.

Some time before the opening of the convention the City Council of Philadelphia appropriated \$25,000 and the order was signed by the mayor, the same to be expended in connection with the convention—not exactly in entertainment, but in work that would show that a warm welcome was extended to the convention by the local government. Consequently a court of honor had been erected, beautifully lighted with thousands of electric lights, extending about 100 yards on both sides of the Hotel Walton, where the headquarters of the convention was established. It was very beautiful work and a distinct act in itself, expressive of the feeling of importance attached to this convention.

There was a great many affairs of entertainment going on all the time for the delegates, and especially during the evenings. Banquets were being served, theater parties enjoyed and many other kinds of entertainment being participated in by the delegates. In the meantime the many officers of international unions attending this convention were transacting business with their local unions and were being entertained in return.

The important business of the convention, as far as debating on the floor is concerned, started on the second Monday of the convention. Reports of the different committees were being submitted, questions of great importance were being discussed and matters taken up that we have not the space to go into here.

The report of the Executive Council, read by Vice-President Duncan, and submitted to the different committees, was a most wonderful document. It covered 200 pages, dealing with every question of importance in our country and is without a doubt a most won-

derful composition, showing the splendid work of the council during the past year. The American Federation of Labor not only gained in membership, but gained in power, and strength, and influence during the year. Financially, the federation remains about the same, the income of the federation being only about sufficient to maintain that institution.

Hundreds of resolutions were introduced by the different organizations. Our membership are only interested in the matters pertaining to our general organization. The Executive Council brought in the matter pertaining to the jurisdiction between our organization and the Bakery and Confectionery Workers' International Union, also the Laundry Workers' International Union, who hold in their membership drivers that should be members of our International Brotherhood. The action of the convention was very decisive and clear on this matter. The entire subject was referred to the Committee on Adjustment, and they made their report to the convention as follows:

"Your committee finds jurisdiction over bakery wagon drivers and laundry wagon drivers to have been conceded to the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, and we find that this jurisdiction has not been fully complied with by the organizations referred to, and in order that there may be no misunderstanding, jurisdiction over bakery wagon drivers and laundry wagon drivers by the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers is hereby reaffirmed and all organizations are required to govern themselves accordingly. The president of the American Federation of Labor is instructed to issue a circular to all central labor unions and State federations with full instructions

as to the jurisdiction held by the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, giving notice that local unions having within their membership teamsters coming under the jurisdiction of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers shall not be seated."

You will notice that this is as clear and direct a decision as could possibly be rendered. Within a short time the president of the American Federation of Labor will issue a circular to all central bodies and State federations with full instructions as to our jurisdiction. We are indeed pleased with this decision. We have been working for it for a good many years.

A motion was made and seconded to adopt the report of the committee. Delegate Childs, of the laundry workers, opposed the recommendation of the committee. Chairman Jas. O'Connell, of the Adjustment Committee, formerly president of the machinists, explained to the delegates that the committee was only carrying out and making more binding decisions than had already been rendered. Delegate Scharrenberg, representing the California State Federation of Labor, asked the following question:

"Has that been the attitude of the American Federation of Labor before? Has it been the attitude of the American Federation of Labor in regard to the bakery drivers and the brewery drivers?"

Chairman O'Connell answered: "With the bakery drivers, yes. We do not go into the other question because they agree to defer that."

Delegate Myrup, representing the Bakery and Confectionery Workers' International Union, also objected to the report of the committee, but it made a very slight impression on the convention.

President Tobin, in view of the

fact that opposition had been made, explained to the convention just exactly the situation surrounding our organization. As ten minutes is all the time that is allowed to any delegate at one time, a motion was made and carried that the convention extend the time to Delegate Tobin, and after explaining the position of our organization in cities and towns throughout the country relative to the bakery drivers and the laundry drivers, debate was closed, and with an almost unanimous vote the report of the committee was adopted, and now President Gompers is instructed to notify all central and State bodies of the decision. This certainly is a splendid victory for our organization.

We might add to this that our International Union and the brewery workmen, having had a decision rendered last year at the Seattle convention, giving all brewery drivers to the brewery workmen, that we were bound to respect that decision, but it also gave to our union all soda water, mineral water, tonic and soft drink drivers, also the whisky drivers and all drivers of this class, were to be turned over to our International Union immediately by the brewery workers. However, the brewery workers have not complied with this part of the decision to date, but in talking the matter over with their officers they have agreed to take the matter up immediately and prepare to put this part of the decision into effect. Undoubtedly this decision would have been reaffirmed by the convention had this matter been taken up, so we, your delegates, thought it useless to bring the matter up in the convention and believe now that it can be straightened out between ourselves and the brewery workmen. This will mean that there are several hundred men who are now members of the brewery workers' union, such as soda

water, mineral water and soft drink drivers, that will be transferred to our organization. We have every reason to believe the statements made by the Brewery Workers' International Union as to their intention to do what is right pertaining to this decision. However, if they refuse to do it during the coming year, we will have to take the matter up again before the convention of the American Federation of Labor, and undoubtedly the convention will sustain our International Union.

The report of the Executive Council dealing with the several departments, especially the Building Trades Department, was of great importance to the convention. Many changes were made in the laws governing the several departments. The question of jurisdiction between the carpenters and the sheet metal workers that has caused so much internal trouble in the building trades was acted upon definitely and recommendation was made and adopted that conferences be held by the representatives of both organizations within a short time and that the matter be again gone into in the hope that a satisfactory settlement might be reached. Some persons acquainted with the workings of the organizations seemed to think that there is hope for a settlement. It would indeed be a great blessing for the building trades if some decision or agreement could be reached by those two organizations. However, from our point of view, conditions do not look very bright. The carpenters are still outside the building trades, and although changes have been made in accordance with the wishes of the carpenters in that department, no attempt has been made by the carpenters and joiners toward affiliation with that department.

The convention had to hold a night session on Friday night, No-

vember 20, the convention remaining in session until 11 o'clock p. m., during which one of the most important debates of the convention took place, dealing with the eight-hour law. Saturday, the last day of the convention, was a very busy one. The election took place on Saturday afternoon. All of the old officers were re-elected. Delegate William Green, of the United Mine Workers, was elected eighth vice-president, to fill a vacancy which occurred last year, when John Mitchell resigned from the Executive Council.

San Francisco was chosen as the next convention city. Delegate Conway, of the Clerks' International Union, was elected as delegate to the Canadian Trades Congress. The delegates elected last year, Brother Wm. Mahon, of the street car men's union, and Matthew Woll, of the photo engravers' union, were allowed to stand as the delegates-elect to the British Trades Congress, if any is held next year, in view of the fact that no congress was held in 1914, owing to the war, in which England is engaged.

The salary of the president was raised from \$5,000.00 to \$7,500.00 a year, and that of the secretary from \$4,000.00 to \$5,000.00 per year. This was done by the unanimous consent of the convention.

The entire convention was indeed most successful and a great deal of good work was accomplished. One thing that we noticed particularly was that the members of the Executive Council were not unanimous on many of the actions of the convention. The council members disagreed as much as many of the other class of delegates. We also noticed that the Socialists did not attempt to inconvenience the convention. They did not make as much noise as in former conventions, and in fact seemed to go along with the work

of the trade union movement. There was very little grand-stand playing and very little bitterness displayed either for or against certain policies and strict attention paid to the many important debates.

The convention remained in session until 12 o'clock Saturday night, November 21, and then adjourned to meet the following year in San Francisco.

The General President stayed over to attend a mass meeting in Philadelphia the next day, which was under the auspices of the Joint Council of that city. It was not very largely attended, owing to the fact that a smoker took place the night before, at which many of the men were present, and Sunday was rather a threatening, cloudy day. After attending this meeting, the General President proceeded to the central labor union, where he had been invited, and addressed a meeting of that body. The other delegates proceeded to their respective homes. The next day the building trades convention opened and the General President attended the opening sessions of that convention for the purpose of finding out what was going on and to listen to the different arguments on the floor.

This convention of the American Federation of Labor will long be remembered as one of the most important conventions ever held.

The action of the present administration in Washington in placing laws upon the statute books of the Nation pertaining to labor was something that was given considerable attention. The European war occupied a great deal of the time of the convention, and a great many expressions which were indeed elevating were heard from time to time during the sessions of the convention.

The industrial depression, or the out-of-work situation, was also giv-

en some thought. The seriousness of this situation seemed to occupy the minds of the hundreds of delegates and the minds of the heads of the different organizations gathered in this convention. The non-employment question is becoming rather serious. Those representing the skilled trades especially seemed to realize the danger for the number of unemployed individuals belonging to their respective crafts, and although many suggestions were offered, no sound basis of relief for this situation was reached by the convention. All in all, we feel that we were exceptionally fortunate in being present at this gathering.

We also were in touch very much with our local people there, visiting the offices of the unions and discussing matters surrounding the local unions as much as possible. We were very much impressed and are very hopeful for the future for our organization in Philadelphia. The leaders or officers in that district are conservative, fair-thinking individuals, possessing sound common sense and judgment, and with a little guidance and patience and the organizing of the unorganized in the district, the city of Philadelphia can be made, in the near future, one of the best organized cities for our craft in the country.

We take this opportunity of thanking the Joint Council and the committee in charge for their splendid treatment of us during our stay in their city. We do not desire to mention any names lest a feeling of favoritism for one above the other might prevail, but we thank all of our organized teamsters for their kind treatment of us, not so much for their receptions and entertainments as for the manner in which they personally made us feel that we were welcome, and nothing but good-will prevailed toward the International from our members in that city.

In closing our report we have only to add that we did the very best we could and our duty as best we could in endeavoring to serve our International. We believe that our International is advancing slowly but surely and that each year a better opinion of our organization prevails in the minds of those who represent the trade union movement in the conventions of the American Federation of Labor.

Trusting this report will be satisfactory, we, the undersigned, submit same.

DANIEL J. TOBIN,
THOS. L. HUGHES,
WM. NEER,
J. M. GILLESPIE,
J. J. MORRIS,

Delegates.

New occasions teach new duties;
time makes ancient good uncouth;
They must upward still, and onward,
who would keep abreast with Truth;
Lo, before us gleam her campfire!
we ourselves must pilgrims be,
Launch our Mayflower, and steer
boldly through the desperate winter sea,
Nor attempt the Future's portal
with the Past's blood-rusted key.

—James Russell Lowell.

Wages do not support religion. . . . It is supported out of profits. It is, therefore, a gift of the rich made possible through plundering the workers. If endowed, it is endowed by past plunderings. Shall not the church set her face against a competitive system of industry which inevitably involves the exploitation of men, women and little children?—Franklin Spencer Spalding, Bishop of Utah.

EDITORIAL

(By Daniel J. Tobin.)

WE wish a happy and prosperous New Year to all of our members throughout the United States and Canada. This expression might seem commonplace, but we mean it just the same. Our organization is prospering and shows better this year than last.

The moral condition of our membership is improving year after year.

This is a hard, trying winter. Prices of foodstuffs are higher; living is more expensive; non-employment prevails, but in the face of all this, agreeing to the existence of this condition, civilization is advancing, and our general conditions are better than ever before.

When we look at the conditions prevailing in the old world, where civilization was first centered, where the doctrine of brotherhood and good-will was first preached, when we hear of the almost indescribable conditions that now prevail, as depicted in the press of the nation, we have every reason to rejoice at the conditions that surround us in our immediate neighborhood and especially in our country. After all, the greatest gift in life, or the greatest blessing that can obtain for the individual, is peace with himself, that is, peace, and honesty, and contentment, springing from a sense of justice between the individual and those closely associated with him. The fact that a man believes in his own heart that he is doing the right thing day after day, and that he is going to try to do better if possible, is the greatest enjoyment that the individual can possess. We ask you, if you have this feeling. Very true, the world can not be made perfect, and the individual human being will always possess some weakness, but each one of us can try, even if we fail, try again, to do better than before. We are going to try to do better this year, 1915, than we did last year. We ask you to do the same thing. We ask you to try and see if there is not something you can do for your family, or in your own life, to be a better man. See if there is not something that you have been doing to your injury, and the injury of those with whom you are connected, and try to remedy this weakness.

We also ask you to help in your organization. The union stands for a better life; for cleaner conditions in the family; for healthier men and women; for more honest dealings with one another. The union stands for justice, freedom and a square deal. The amount of justice obtained shall depend on the strength of the union. Your union is one of the links in the chain that joins us all together. If you are staying away from your meetings, try this year to attend every meeting of your local union. Try to do some of the work that the few faithful followers have been doing in the past. Try to be the man who, while on the street, commands the respect and admiration of even the most bitter antagonist of the trade union movement. Be faithful and honest with your employer. Remember that dishonesty is soon found out and brings about its own punishment. The success of your employer nearly always means your success. If your employer, in his ignorance, hates the union, endeavor by your actions to convert him to the truth.

Non-employment prevails more than ever before, so be careful in

your actions; bring about no trouble that can be avoided, and above all, let your tongue be used only in the interest of uplifting those around you; not in spiteful detraction or unjust criticism.

If you will only do this, and help us, when the year 1916 rolls around, as it surely will, we will all be better men than we were before.

This is the hope and wish of the International Office, in extending to you its greetings.

Our local unions in Philadelphia crowned themselves with glory in the splendid showing that they made in the monster parade held on Friday evening during the progress of the convention in that city. Every man was up and doing; proud of his trade unionism; displaying the emblem of his organization, and by his manner and bearing a credit to the general labor movement.

A letter just received from one of our good brothers in Jersey City states that all of the old officers of the unions have been re-elected and that peace and harmony prevails as a result of changed conditions within the last year. One year ago they had to have police protection while holding their elections in that district. This year good will and brotherly love were the safeguards instead of police protection. We congratulate our members in Jersey City and Hudson county. Actions of this kind are the things that will help our brothers in that section and in every other section. Bitter animosity or hatred does not enter into any of our arrangements. We would not be big enough to hold positions in the labor movement were we to allow a bitter feeling to dominate us instead of the principle of trade unionism. Sometimes men who disagree are honest in that disagreement, but when it comes to carrying out the spirit of the law and holding the organization up to the standard of common decency, no friendship should prevent an individual or an officer from maintaining that standard that he has pledged himself to and he should do everything in his power to extend the usefulness of the union. The union is not established for any one or two individuals, but for all the rank and file.

Again Local No. 753 proves itself the generous, big-hearted organization that it always has been. On a recent visit made by Mrs. Sarah Conboy, organizer for the Textile Workers, the Milk Wagon Drivers, as a result of her appeal in behalf of the starving, striking Textile Workers of Atlanta, Ga., donated \$500.00. All we have to say is this, that we hope and trust that they will get it back a hundredfold and that they will always have plenty of money in their treasury to help out a sister organization. But we do not want No. 753 to be a plum for everybody. It seems as though when you are generous everyone wants to take advantage of your big heart.

Whenever a man who, through change in circumstances, is in duty bound to retire from his union, he should be given an honorable withdrawal card, although he may leave the union with a feeling of sorrow because he has had his first lessons in real manly education within the fold of the union. However, this individual should not feel disappointed or lonesome because he has to cease membership in accordance with the constitution. If he is a good union man he will be only too glad to comply with its laws. We feel proud of any man who leaves his organization

and betters himself in a better position. We know that this individual can do more good outside of the union, helping us and speaking the good word in our behalf to others with whom he may come in contact, than perhaps he could by retaining his membership in our organization. Therefore it is changing the card in name only; at heart, if he has it in him, he can remain a true union man and he can be helpful to us in a greater capacity than before.

After the new secretary-treasurers are elected, we ask you, who read this Journal, to see to it that they are properly bonded. Do not leave it to some one else. Go into your meeting and demand yourself that it be done. It is up to you to do something in the union. Make this a starter and learn to open your mouth in your meeting and you will soon lose that stage fright with which you are now possessed. Make a promise now that you will try to attend your meetings and that you will have something to say about what is going on at each meeting during the year. You do not need to fight with anyone or be disrespectful. Always remember that you are a man and that others deserve your respect and command it as much as you are entitled to their respect. Also learn to write a letter for the Journal once in a while. The practice of writing is one of the best habits that can be acquired by individuals. It means the gift of being able to transfer your thoughts to paper.

The Journeymen Barbers' Union, which recently held its convention in this city, holds a convention every five years. The membership pays a per capita tax each month toward the convention fund and the general organization in turn pays the expenses of each delegate to the convention. This last convention, when the printing of the proceedings and other work is finished, will cost the International Union close on to \$120,000. Every local union belonging to the International was represented. We do not intend to criticise the convention, but cannot help referring to one thing that happened there, which was an attempt made to seat a delegate from Portland, Ore., who had been found guilty of something or other by the Executive Board the year previous and who was prohibited from holding office in the International Union. It took five days' debate on the floor of the convention as to whether or not this man should be seated. There were eight hundred delegates present at an expense of \$5.00 per man per day, making a total of \$4,000.00 a day and these five days amounted to \$20,000.00. This was the amount spent disputing the credential of one delegate. Finally the convention refused to seat the gentleman and sustained the action of the General Executive Board, but it seems to us that \$20,000.00 was an awful lot of money to pay for one credential, but perhaps the barbers believe that it was worth the price.

As we have said for the past eight years, give your support to the newly elected officers, even though you have been disappointed. We stand for majority rule, and you are bound, as a trade unionist, and as a man, to help the officers elected, the same even as they would be bound to help you, were you elected, or your friend elected. The true spirit is more thoroughly proven in the man who, after being defeated, gives the same attention to the union, doing as much toward its uplift as he did before the day of election. We can not all be officers, but we can all

assist the officers elected and endeavor to make our organization more successful during the coming year. There is nothing so admirable, or glorious, so elevating or praiseworthy, than the man who has been a candidate, and, though defeated, takes his defeat with as good grace and true spirit as the game fighter that loses. Any one can rejoice if he is a winner, but it takes a man with a big heart to still smile after he loses. Therefore, be a good loser. It is sometimes better than a good winner. Every one hates a sore-head, and the sore-heads are always the ones who would expect to be supported were they the winners.

EVERY now and then we receive an appeal from a local union that has a few men on strike, asking the General Executive Board for the sanction to send out an appeal to the various local unions for additional funds for their local. In nearly every instance, the General Executive Board has refused to grant this request, nor will the General Office, if it finds that it is absolutely unreasonable, recommend such proceedings to the General Executive Board.

We are opposed to the sending out of appeals to the local unions, and especially are we opposed to it where there are only seventy, eighty or 100 men involved, and where we are paying strike benefits. Each local union has about all it can do to take care of its own members, and when men who are on strike are receiving strike benefits from the International Union this is all they can expect. When men vote to go on strike, they are expected to make some sacrifice. It is an established fact that men make no sacrifice whatever when they get ten, twelve or fifteen dollars in strike benefits. I have known of men who were receiving ten or twelve dollars strike benefits to vote that the strike be continued. Some men would be better pleased to loaf and get \$10 a week during the winter months than work and get \$14 or \$15. We have not yet reached the standard of perfect men, or in having trade unionism so absolutely perfect that self-interest or selfishness does not enter into some of the actions taken by local unions. We are not aiming this at any one district. We are merely saying this for general information, and from our experience (you will agree we have had some), as a result of dealing with men throughout the country for a number of years. A man who goes on strike must expect to make some sacrifice, as stated above, and when he receives only \$5.00 a week he is sacrificing something. Very true, some will argue that a man can not live on that amount. We know that, but we also are not in a position to pay him the salary that he gave up, because we are fighting for him and with him. Sometimes the local union can help a little by giving the married man one or two dollars extra, but in no case should the union pay more than \$3 and this only to the married men. We believe that if more is paid it is an injury. As a matter of fact, some of the greatest strikes ever won were strikes during which no strike benefits at all were paid, for instance, the anthracite coal strike. Some of the best and biggest unions today guarantee no strike benefits at all. The United Brotherhood of Carpenters and Joiners of America does not guarantee any strike benefits. It helps and pays something to its men. In nearly every instance in recent years where they have had a strike of any importance, they have been successful in winning the strike.

If men, when they are working, would endeavor to save a dollar or two each week, instead of spending it foolishly, as many of them do (although this saying is not true in general, but there are many of

our members who waste so much per week that they could save), then there would be something to take care of them when the rainy day arrived. Hundreds of our members are always broke when they are working, and it seems to me, allowing for the fact that there is sickness and other things that some of us are cursed with, or chastised with, it seems to me that some of the fellows who are always financially embarrassed owe some of it to themselves.

Now that we are starting the new year, let us try to lift ourselves up a little; let us try to be better men in life; let us try to be as good at home as we are on the outside; let us try to save a little and not depend on the union for everything.

WE wish to advise our membership, as we have advised them before, to become more thoroughly acquainted with the laws governing our organization, and especially the officers of the locals. Each member should have in his possession, or in his home, a copy of our general constitution. Each officer should be acquainted with every section thereof, and especially with the sections that govern his office. For instance, the president should know what his duties are. He presides over the meetings, holds the membership in order, puts motions before the meeting, sees that justice obtains, and to a certain extent has charge over the entire workings of the organization. It is his duty to see that the other officers comply with the duties of their office, and if such is not being done, it is the duty of the president to notify the local union. While there is no need of men scrambling for authority; while there is no necessity for the president to order around, like so many servants, the other officers; while common sense must be the rule governing men at all times, at the same time, some one should be held responsible. The president should, of course, see to it that the trustees audit the books of the organization every three months. The president should see that the secretary-treasurer buys the regular per capita tax for the local union each month before any other purchases are made. The first money paid out of the treasury of a local union must be the money for the per capita tax to the General Office. Some secretary-treasurers believe that they should pay all local bills first, even their salaries, and if they have any money left use it to pay for the per capita tax to the International Office. This is a serious mistake, and is sufficient cause to remove a man from the office of secretary-treasurer. Each local union is a branch of the International, chartered under the laws of the International, and doing business in the name of the International Brotherhood. All moneys collected are collected in the name of the International organization, and any organization or officer that collects money in the shape of dues or initiation fees from members, when that organization is not in good standing with the International office, is obtaining money under false pretense and is committing a crime against both the laws of the trade union movement and against the laws of the land. When we charter a local union, that local union pledges itself to be governed by our laws, and as we are chartered under the American Federation of Labor, the International must be loyal to the laws of the American Federation of Labor, and the local union must be loyal and true to the laws of the International Union. The first law, and the principal law, coming under our observation, is the law of paying our just dues to the International Union. The man who says that he is a union man and a member of a local union but never

pays dues into the local union, is surely not much good to the local union and is a very poor union man. Any secretary-treasurer will agree with me on this. The local union that collects dues in the name of the International, or in the name of the trade union movement, and pays nothing into its International, violates all its laws, and is surely a good-for-nothing organization and is lying to the public and lying to its membership. The secretary-treasurer is the officer usually held responsible for the payment of dues to the International by the local union.

Now then, let us see what becomes of this money. On each month's dues paid by a member to his local union, the sum of 15 cents, called per capita tax, is paid by the local union to the International Union as its share of the member's dues. We receive 15 cents per month on each member paying his monthly dues. We divide this 15 cents into two funds: Seven and one-half cents goes into the strike fund to pay our brothers who may become involved in a strike in any part of the United States or Canada, where the local union is entitled to benefits. The other $7\frac{1}{2}$ cents is held in the general fund, to pay organizers, to pay our tax of about 1 cent per member a month, and assessments, to the American Federation of Labor, leaving us $6\frac{1}{2}$ cents to pay for printing, office rent, salary of officers, and the hundred and one other things connected with the running of a big organization, and to establish a surplus, if possible.

The money in the General Office belongs to the local unions throughout the country who live up to the laws of the International organization. It does not belong to the General President, the General Secretary-Treasurer, or the Executive Board. Our books are audited once every three months by an expert accountant, who makes a sworn affidavit as to his findings. He is not a member of organized labor and has no interest except to find out the exact condition of our finances. Every dollar received and expended is accounted for. Once every three months the quarterly report, containing all receipts and expenditures of this institution of yours—the International organization—is mailed to the secretary-treasurer of every local union in good standing. There is no private, or secret, or underhand work connected with this International Union, or with any International Union that we know of. Besides this, twice a year our International Trustees go over our books and their findings, in turn, is mailed to the membership, or to the local unions. Each secretary-treasurer receives a copy of this report and is furnished with any information that he desires relative to our finances. In addition to this, any local union in good standing, may obtain any information relative to our business from us at any time they make the request, as to our finances or as to how we do business, and our books in the General Office are open for the inspection of any member of our union, or to any member of the community, who is a respectable citizen, at any time he desires to review the same. There is no corporation, no institution, religious, educational, or political, that does business in the broad, open daylight, that are willing to throw their actions open to the world, or those closely connected with them, as is the trade union movement of our country, and we defy any one of our members, or the public, to produce any institution anywhere near as large as ours, that does business in any more open way than in the clean, honest manner in which we do our business.

All this writing, describing the financial conditions of our organization, may amount to nothing in your eyes, but the writer knows, and is

fully acquainted with the facts, that there is need of it; that there is now at work in many organizations, and we find it in some of our own, the dangerous tongue of the enemies of labor, working through some of our misguided members, planting the seed of distrust. There is nothing in the world that will cause so much uneasiness among working men as the slightest doubt as to the honesty of the local union or the International Union.

We might say, in passing, that the per capita tax we receive on our membership is the smallest, or lowest, of any per capita tax paid to any International Union that we know of. However, from that small per capita tax we have paid our expenses, we have given you a monthly Journal free of cost, we have distributed organizers everywhere we could, we have paid strike benefits to all of our local unions that were entitled to them, and in addition we have established a general treasury of \$170,000.00.

This is our accounting and our answer to the oily tongued representatives of Detective Associations and employers' combinations that are endeavoring to start trouble by secret whisperings to the members on the street who are not wise enough to see the object of those villainous mutterings. Again, lest a false impression might be created as a result of the foregoing, the General President desires to add that no greater harmony ever prevailed in our organization than that prevailing at the present time. No better feeling could possibly exist toward the International than exists at present in every section of the country, and perhaps any way the true statement of financial facts as outlined above will do us no injury and may do us considerable good. Moral: Look out for the Secretary-Treasurer who pays his own salary and other bills before he pays his per capita tax to this office.

TO PREVENT BLINDNESS

There are about 300,000 blind people in the United States. It costs about \$15,000,000 a year to support them. Probably 75 per cent. of this blindness is due to two causes, namely, sore eyes at birth and neglected eyes during early school life. The first cause can be removed in the simplest manner. All that is necessary is for the doctor or midwife to drop into the eyes of the newly-born babe a few drops of a 2 per cent. solution of nitrate of silver. This will kill the germs that produce the disease which almost fills so many blind asylums.

How easy this is, and how much good would be produced to the human race if this procedure was always carried out! Those who are about to become fathers and mothers should see to it that this simple act is performed. It costs nothing, is harmless, it prevents blindness,

it can easily be done; therefore, it should invariably be done!

The second cause of blindness is the neglect of children's eyes during early school life. Thousands of eyes could be saved every year if eye diseases and defects were detected and cared for in early life. Eye diseases are frequently quite simple at the start, but rapidly become worse if neglected. The eyes of school children should be examined every year, and diseases and defects detected.

Local boards of health could do this if they had sufficient money to hire competent doctors or school nurses, but boards of health are proverbially "hard up," and usually have not enough available money. Boards of education could employ doctors or nurses, but boards of education are also often insufficiently supplied with money.—American Medical Journal.

MISCELLANY



WHAT IS A "LIVING WAGE"?

Dr. John A. Ryan, a Catholic priest and professor in the St. Paul seminary, in his book, "The Living Wage" (p. 150), after a careful investigation of all the elements involved, concludes that \$938 is the least amount that a worker should have in order to provide his family with a decent living.

Frank Streighoff, professor in the DePauw University, has also investigated this subject. In his "The Standard of Living" he estimates (p. 162) that "the extreme low limit" would be \$650 a year.

Scott Nearing, of Columbia University, is another authority who has studied this question and written a book upon it; and he estimates, in his "Financing the Wage Earner's Family" (p. 97), that from \$700 to \$850 a year is absolutely necessary in order to supply the worker with a sufficient income to meet the ordinary requirements of life.

Taking an average of these estimates, then, \$787 a year is required for each family of workers to supply them with the ordinary necessities of life.

This says nothing, of course, of the luxuries and comforts of life. It provides for nothing of education, culture or recreation—only the barest living necessities. For these it is estimated by three careful authorities at least \$787 a year is required.

What Do the Workers Get?

The average wage of the working class in America is \$518 a year in the manufactures, \$500 a year in mining, and \$537 a year in farming. These figures are taken from various sources, such as census reports, special reports

of the Government on mining and reports of the Department of Agriculture.

What, then, are the facts concerning the working class, in the aggregate, and on the average, in the United States under the present capitalistic system? The facts are these:

The working class on the average is falling short more than \$250 a year of a sufficient income to enable them to live a decent life, and sufficient income to enable them to provide for themselves food, clothing and shelter, leaving them nothing for the higher things of life.

In other words, the present capitalist system is slowly, inevitably undermining the physical stamina of the Nation.

Surely here is a matter worthy of the attention of the greatest statesmen as well as every true lover of humanity.—Socialist Press.

INFLUENCE

Just as soon as you begin to think or do something, you begin to have influence. Influence is something you can't keep at home. And when it gets away from you, you can never recall it.

Your influence makes you something of somebody else.

Influence has no boundaries. Once started, though it may seem ever so trifling, yet it may have as its destination the farthest corners of the earth. If you would get a conception of power, realize the influence of a strong man.

It is well to remember that what you have that you can't help but give away is your influence.

Bear in mind that your influence is never wholly absorbed, nor does

it disappear into nothingness. It counts again and again. Influence has no end.

The three greatest objects in life—friends, happiness, success—are each dependent upon proper influence. So it is good to know that even the humblest person is, after all, master of his own influence. He can send it out to scatter sunshine or shadows. It's his choice.

A man's greatest responsibility in this world lies in the way he acquires and gives out—his influence.

Your influence today is sure to have a tremendous bearing upon the total work of the world. Your influence upon other people and the influence of other people upon you is sure to become a force and a factor in the complete work of your day and theirs.—George Matthew Adams.

IDEAL CO-OPERATION

Alan Pressly Wilson, in the Survey, says: "I stood looking out of my office window one rainy day, and my attention was directed to the drops scattered over the pane. There was not enough energy in any one of the drops to make it move, and there seemed no way to unite them.

"Then one drop that was a little larger than the others rolled down and joined one underneath it, and it began rolling down the pane, getting larger and gaining more force as it went, until it swept everything before it.

"Here, thought I, is an example of what we may do by uniting and throwing our energy into one common cause. There may not be enough energy in a single one of us to accomplish anything, but by quietly uniting our efforts, one at a time, we finally gain such a force and momentum that we carry everything before us.

"Since learning that lesson, the old adage, 'United we stand, di-

vided we fall,' has shaped itself in my mind to 'Separated we stand, united we move.' Analyze this reconstructed adage, and we have, 'Separated we can do nothing; united, everything is possible of accomplishment.' This is the great principle of co-operation, and makes for the upbuilding of any community, public movement or work of any kind."

A FAIR JUDGE

Abuse of authority by police officers is unfortunately a frequent occurrence. Rebuke of such abuse by the judge of the court before whom the victim has been brought is unfortunately a rare occurrence, although the claim is made in some quarters that the courts are guardians of minority rights. So when a judge does his duty in rebuking a petty police tyrant he deserves special mention. Magistrate William Eisenbraun, of Philadelphia, one of the few independent members of the city's gang-controlled judiciary, upheld a young woman striker who had refused to obey a policeman's officious command to "move on." She had asserted her rights to the extent of offering physical resistance, in which the magistrate also upheld her, declaring that her legal right to resist an unlawful attack was not affected by the fact that the offender happened to be a police officer. If Philadelphia had more Eisenbrauns on the bench its courts would be more worthy of confidence.—The Public.

If there is in the affairs of mortal men any one thing which it is proper to explode, and incumbent upon every man by every lawful means to avoid, to deprecate, to oppose, that one thing is, doubtless, war.—Erasmus.

"Your committee finds jurisdiction over bakery wagon drivers and laundry wagon drivers to have been conceded to the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, and we find that this jurisdiction has not been fully complied with by the organizations referred to, and in order that there may be no misunderstanding, jurisdiction over bakery wagon drivers and laundry wagon drivers by the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers is hereby reaffirmed, and all organizations are required to govern themselves accordingly. The President of the American Federation of Labor is instructed to issue a circular to all central labor unions and state federations with full instructions as to the jurisdiction held by the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, giving notice that local unions having within their membership teamsters coming under the jurisdiction of the International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers, shall not be seated."

The above is the decision of the convention of the American Federation of Labor, held in Philadelphia, November, 1914.

Official Magazine
OF THE
INTERNATIONAL BROTHERHOOD
of TEAMSTERS, CHAUFFEURS,
STABLEMEN *and* HELPERS
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